AGENDA

1. Call to Order
2. College Update
3. HHS Diversity Transformation Awards Update
4. University Senate Update
5. Committee reports
6. HHS Awards Presentations
7. Adjourn
PROMOTIONS

To Professor
• Ximena Arriaga (PSY)
• Christopher Eckhardt (PSY)
• Sara McComb (NUR)
• David Rollock (PSY)

To Clinical Associate Professor
• Pam Karagory (NUR)

To Associate Professor
• Kathy Abrahamson (NUR)
• Jason Cannon (HSCI)
• Sebastien Helie (PSY)
• Annmarie Nicely (HTM)
• Hugo Tang (HTM)
• Sang Woo (PSY)
Faculty Retirements

Randy Black (HK)
Jim Daniel (NUTR)
David Ertmer (SLHS)
Bill Harper (HK)
John Rousselle (HTM)
2016 Morrill Award

Douglas Powell
Distinguished Professor (HDFS)
EXCELLENCE IN DISTANCE LEARNING

Kimberly Kinzig
Associate Professor (PSY)
Undergraduate Award for PSY 222,
Introduction to Behavioral Neurosciences
COLLEGE NEWS & ACTIVITIES

- 2016 Merit raise
- Undergraduate enrollment Fall 2016
- Purdue Day of Giving Results
- Summer Start Program
- C.A.M.P.
- COACHE Survey Results
HHS Current Enrollment Status

May 2, 2016 data

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<thead>
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<th>2016</th>
<th>Change from 2015</th>
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<tr>
<td>Applications</td>
<td>4519</td>
<td>+16.0% +622</td>
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<tr>
<td>Admitted</td>
<td>2870</td>
<td>+13.5% +341</td>
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<td>Accepts/Deposits</td>
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<td>+14.3% +100</td>
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<tr>
<td>URM Accepts</td>
<td>98</td>
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TODAY (May 2) is college decision day.
Anticipate ~5% summer melt.

Helpful recruiting statistic: **Career Outcome Rate 89%**
Purdue Day of Giving

HHS‘ Online Giving Results

Purdue Day of Giving
04·27·16

HHS ranked 12th out of 56 participating units.

Total raised University-wide: $18.3 million
Total University-wide gifts: 12,872
Summer Start

- Students will take three classes from July 11 to August 12 and are required to live on campus during that time.
- $1,000 scholarship opportunity for students who earn at least a 3.0 GPA and complete a badge program that helps them get to know the campus community.
- Of the 485 offers sent to enroll in the session, 37% went to underrepresented minorities and 40% went to first-generation students.
- University goal is 150 students; HHS has 35 accepts.

Eventually, Purdue hopes to open up the session to any incoming freshmen who want to get a head start in the summer.
COACHE 2015: HEALTH & HUMAN SCIENCES

Collaborative on Academic Careers in Higher Education

Peter Hollenbeck
Associate Vice Provost for Faculty Affairs &
Professor of Biological Sciences
COMPARATIVE ANALYSIS – OUR COHORT

Our peer group, chosen from the 2015 cohort (>100 total)

- Iowa State University
- University of California, Davis
- University of Kansas
- University of Minnesota, Twin Cities
- University of Virginia

Purdue levels of satisfaction in all areas are compared to those of both the peer group and the larger cohort

Areas of “strength” = PU in top two of peer group, top 30% of cohort

Areas of “concern” = PU in bottom two of peer group, bottom 30% of cohort
Areas Covered in the Survey

- Nature of work: Research, Teaching & Service
- Facilities & work resources
- Interdisciplinary work & Collaboration
- Mentoring
- Promotion & Tenure Policies and Clarity
- Leadership: Senior, Divisional & Departmental
- Departmental: Collegiality, Engagement & Quality
- Appreciation and recognition
- Personal and family policies
- Health and retirement benefits
Faculty response to the survey

- Nearly 200 questions, number varied with skip logic
- Open to faculty from January-April 2015
- Responses confidential, demographics masked at n<10
- Modal time to completion = 22 minutes

Purdue response rates:
1. Overall = 54%
2. Assistant = 56%; Associate = 50%; Full = 48%
3. Men = 44%; Women = 64%; URM = 47%

Response rates put us at the top of our peer group and cohort for all demographic groups.
AREAS OF STRENGTH AT PURDUE*

(Or, reasons to be cheerful)

1. Research
2. Interdisciplinary work
3. Mentoring
4. Engagement with Department
5. Tenure Policies and Tenure Clarity

*Relatively high satisfaction and improvement over 2012.
AREAS OF CONCERN AT PURDUE

(Or, questions to ask)

1. Personal & Family Policies
2. Health Benefits
3. Leadership: Senior and Departmental
4. Department Collegiality
5. Appreciation & Recognition
THREE “HOT SPOTS” IN THE RESULTS

(Or, places to drill deeper)

1. **Diffuse demographic differences**: Low-effect-size dissatisfaction across *many areas* of work-life for: associate professors, women, URM

2. **Demographic hot spot** = dissatisfaction of Associates about: Promotion and Appreciation and Recognition

3. **Strongest cluster of dissatisfaction** across most demographics: Leadership: Consistency and Leadership: President
HIGHEST ABSOLUTE SCORES (INDIVIDUAL QUESTIONS)

(strongest satisfaction or agreement)

- My discretion over my own research
- My discretion over my own course content
- Mentoring in my department is important
- Being a mentor is fulfilling

LOWEST ABSOLUTE SCORES (INDIVIDUAL QUESTIONS)

(strongest dissatisfaction or disagreement)

- Changed (leadership) priorities negatively affected my work
- President: stated priorities
- Priorities are acted on consistently
- Department effectively addresses sub-standard performance
SPECIAL QUESTIONS

What are the *best* aspects of working here?
- Cost of living
- Quality of colleagues
- Opportunities for collaboration

What are the *worst* aspects of working here?
- Compensation
- Location
- Unrelenting pressure to perform (pre-T)
- Lack of spousal hiring program
- Lack of diversity
- Lack of support for research/creative work
**Areas of Satisfaction in HHS**

*Higher than campus response*
- Support for research
- Laboratory, research space
- Scholarly productivity of faculty
- Intellectual vitality of pre-T faculty
- Amount of interaction with pre-T and non-TT faculty
- Plans to stay at PU after Tenure by pre-T
- Successful faculty recruiting
- IT support
- Departmental quality
- Dean’s support in adapting to change
- Commitment to diversity and inclusion
Areas of Dissatisfaction in HHS

*Lower than campus response*
- Housing benefits
- Time spent on teaching
- Spousal/partner hiring program
What did we do then?

What did we do with 2012 COACHE Survey?
Spearheaded by then Vice Provost Beverly Sypher and Provost Fellow James McCann

Identified several areas of concern that were acted on:

- Clarity of Promotion & Tenure policy
- Faculty salary equity
- Child care capacity
- Faculty Awards Convocation
- Provost/President breakfasts, lunches
WHAT DO WE DO NOW?

COACHE 2015-16: further analysis

- Unit results – Colleges and Departments
- Faculty work groups, and all other advice
- Purdue custom questions (15) on workplace mistreatment and gender/racial bias
- Non-tenure track results
COMMITTEE REPORTS
HHS Awards
JANE S. LINK OUTSTANDING TEACHING

Libby Richards
Assistant Professor (NUR)
Outstanding Graduate Faculty Mentor

Janice Kelly
Professor (PSY)
FACULTY ENGAGEMENT

Bill Harper
Professor (HK)
STUDY ABROAD LEADERSHIP

Howard Adler
C.B. Smith Professor of Hotel Management (HTM)
SHINING STAR

Loretta Coffman
Business Manager (NUR)

Jennifer Fecher
Academic Advisor (HK)
Outstanding Doctoral Student

Sara Wirbisky (HSCI)
Advisor: Jennifer Freeman
OUTSTANDING MASTERS STUDENT

Emily Abel (HDFS)
Advisor: A.J. Schwichtenberg
Outstanding Graduate Teaching

Joshua VanArsdall (PSY)
Advisor: James Nairne
HAVE A GREAT SUMMER!